The Business Plan for Home-based Business

Management and **Planning Series**

Building America's Future

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INTRODUCTION

Homework has taken on a new meaning for more than 10 million Americans. The drive for economic self-sufficiency has motivated many people to market their skills and talents for profit from home. The increasingly service-oriented economy offers a widening spectrum of opportunities for customized and personalized small business growth.

Though untrained entrepreneurs traditionally have had a high rate of failure, small businesses can be profitable.

Success in a small home-based business is not an accident. It requires both skills in a service or product area and management competency.

This publication will help you take stock of your interests, aptitudes and skills. Many people have good business ideas but not everyone has good business skills. If you are convinced that you can operate a profitable home business, use this publication as a guide to developing a business plan for your success.

INFORMATION GATHERING

A helpful tool to determine if you are ready to take the risk of a home business operation is the U.S. Small Business Administration (SBA) publication entitled *Checklist for Going Into Business* (MP-12). It will help you focus on the basic steps in information gathering and business planning.

While home-based business operations may vary from one that supplements family income with a few hundred dollars to a sophisticated technical consulting service billing hundreds of thousands of dollars, there are many common characteristics and challenges to be considered in launching most home-based businesses. Some tasks are universal to all small business start-ups, while others are unique to home-based businesses. For example, careful research into legal and tax issues, evaluation of proper space utilization and time management discipline are essential. Inadequate attention to the development of a detailed business plan can be costly for you and your family in terms of lost time, wasted talent and disappearing dollars.

THE ENTREPRENEURIAL PERSONALITY

Research indicates that successful small business entrepreneurs have some common characteristics. How do you measure up? On the following checklist, write "Y" of you believe the statement describes you, "N" if it doesn't and "U" if you can't decide.	One or both of my parents were entrepreneurs; calculated risk-taking runs in the family. My life is characterized by a willingness and capacity to persevere.
I have a strong desire to be my own boss. Win, lose or draw, I want to be master of my own financial destiny. I have significant specialized business ability based on my education and experience. I have an ability to conceptualize the whole of a business—not just its individual parts, but how those parts relate to each other. I develop an inherent sense of what is right for a business and have the courage to pursue it.	I possess a high level of energy, sustainable over long hours, to make the business successful. While not every successful home-based business owner starts with an affirmative answer to all questions, three or four negative and undecided answers should be sufficient reason for you to stop and give second thought to going it alone. Many potential proprietors seek extra training, as well as help from skilled business advisors such as accountants, bankers and attorneys.

SELECTING A BUSINESS

Perhaps you have already decided what your home-based business will be. You know how you will serve your market and with what. If not, you need to decide exactly what business you will enter. A logical first step for the undecided is to list areas of personal background, special training, educational and job experience and special interests that could be developed into a business. Review

the following list of activities that have proved marketable for others. On a scale of zero (no interest or strength) to 10 (maximum interest or strength), indicate the potential for you and a total score for each activity.

For other ideas, check your local public library for books and articles about working from home.

		My Level of Interest	Personal Strongth	Market	Total
Personal services		in interest	Strength	Strength	Points
- house cleaning					
- babysitting					
- tutoring				·	
– secretarial					
- catering					
– direct mail					
landicrafts				<u></u>	
needle work					
- ceramics					
– jewelry design					
- upholstering	,				
rtistic work				-	—-
- painting					
- photography			<u> </u>		
- prints				••	
- wire sculpture				 "	
- engraving				·-	
epair services		······································			
- small appliances					
– fumiture					
- clothing					
- TV and radio		-		 -	
- automotive					
astruction skills					
- languages					
– math					 _
gournet cooking					
- music					
- home repairs					.
Inil order ideas					
- product sales					
- r c pairs					 -
- business service					 .
maonal products					
- foodstuffs					
- clothing					
- gift items				· -	
arty sales			-		
- cook ware					
- piants				 -	
- plastic goods					
cosmetics					
our own ideas					
			—u		
	agonus.		<u> </u>		
04.10	SCORING		21 to 25	Probably a winner, if y	ou answered
0 to 10	Almost a sure loser.			correctly.	
11 to 15	Reconsider but proceed		26 to 30	How can you lose?	
16 to 20	Some potential here, wo	rth further study.			

TIME MANAGEMENT

For both the novice and the experienced businessperson planning a small home-based enterprise, a major concern is time management. It is very difficult for some people to make and keep work schedules even in a disciplined office setting. At home, as your own boss, the problem can be much greater. To determine how much time you can devote to your business, begin by drafting a weekly task timetable listing all current and potential responsibilities and the blocks of time required for each. When and how can business responsibilities be added without undue physical or mental stress on you and your family? Potential conflicts must be faced and resolved at the outset and as they occur; otherwise, your business can become a nightmare. During the first year of operation, continue to chart, post and check off tasks on a daily, weekly and monthly basis.

Distractions and excuses for procrastination abound. It is important to keep both a planning and an operating log. These tools will help avoid oversights and provide vital information when memory fails.

To improve the quality of time for work at home, install a separate telephone line for the business and attach an answering machine to take messages when you do not wish to be distracted or are away from home. A business line has the added advantage of allowing you to have a business listing in the phone book and, if you wish to buy it, an ad in the classified directory.

EVALUATING THE SITE FOR YOUR HOME-BASED BUSINESS

Is a Home-based Business Site Workable?

Where in the home will the business be located? What adjustments to living arrangements will be required? What will be the cost of changes? How will your family react? What will the neighbors think?

It is important to set aside a specific work area. For example, more than one business ledger has gone up in smoke, been chewed by the family dog or been thrown out with the trash when business records were not kept separate from family papers. Ready access to business records during work hours is essential, but these records must be protected.

Check the reasons below for and against working at home that apply to you. List any additional drawbacks or obstacles to operating a business at home.

Pros	Cons
Low start-up costs	Isolation
Low fixed costs	Space limitations
Tax benefits	Zoning
Life-style flexibility	Security concerns
No commuting	Household interference
	<u></u>

Note that changes in personal habits will be required. For example:

- Exercising the self-discipline to keep the television off while you are working.
- · Limiting personal telephone calls.
- Being diligent in meeting work deadlines when no one is checking.

Ask family members to comment on pros and cons. Their concerns may require reconsideration of some specifics.

Is a Home-based Business Allowed at the Site?

Investigate potential legal and community problems associated with operating a business from home. There may be limitations that can make your planned business impossible or require expensive modifications to your property. You should research federal, state, county and municipal laws and regulations concerning home-based business operations. Keep a topical file for future reference, including forms that will be needed for your business plan.

The following items should be investigated:

To do	Done	
		County, city and state zoning code restrictions.

To do	Done	
	-	Permits and licenses for operation.
	<u> </u>	Deed or lease restrictions, such as covenants and restrictive
		conditions of purchase.
		Access and parking for customers and deliveries.
		Sanitation, traffic and noise codes.
		Signs and advertising.
		State and federal code
		requirements for space,
		ventilation, heating and lighting.
		Limitations on the number and types of workers. Check with the
		local chamber of commerce office. Concerns that neighbors may have about a business being located next to or near them.

Here are some ways to collect information. Call or visit the zoning office at county headquarters or city hall. In some localities, a city or county office for economic development has materials available to pinpoint key items affecting home-based businesses.

Even in rural areas, the era of unlimited free enterprise is over. Check before investing in inventory, equipment or marketing programs. If in doubt, call the state office for industrial development or the nearest SBA district office. In some states the county agent or home demonstration agent will have helpful information concerning rural or farm business development.

For income tax rules regarding a home-based business, be sure to obtain the Internal Revenue Service (IRS) Publication #587, Business Use of Your Home. See Information Resources (Appendix E) for how to contact the IRS.

Is the Site Insurable?

It is almost certain that significant changes will be required in your insurance coverage when you start a home-based business. When you have written a good description of your business, call your agent for help in properly insuring against new hazards resulting from your business operations, such as

- Fire, theft and casualty damage to inventory and equipment.
- Business interruption coverage.
- · Fidelity bonds for employees.
- Liability for customers, vendors and others visiting the business.

- Group health and life insurance.
- Product liability coverage if you make or sell a product; workmanship liability for services.
- · Business use of vehicle coverage.

Overall Site Evaluation

After you have gathered as much information as seems practical, evaluate a home-based site versus one or more other nearby locations. Here's a handy checklist, Using the zero to 10 scale, with 10 as the top score, grade these vital factors:

Grades Factors Home Other Customer convenience. Availability of merchandise or raw materials. Nearby competition, Transportation availability. Quality and quantity of employees available. Availability of parking facilities. Adequacy of utilities (sewer, water, power and gas). Traffic flow. Tax burden, Quality of police and fire services. Environmental factors. Physical suitability of the building. Provision for future expansion. Vendor delivery access. Personal convenience. Cost of operation. Other factors including how much the business can grow without moving. Totals

The greater the difference between the totals of the two columns, the clearer your decision should be. In the sp			o ace	
pelow, write your decision and the reasons that support in				
		<u>-</u>	_	

WRITING THE BUSINESS PLAN

Now that your research and initial planning are nearing completion, it is time to move into action. If you are still in favor of going ahead, you should take several specific steps. The first one is to organize your dream into a business plan.

What is a Business Plan?

- It is the management and financial "blueprint" for start-up and profitable operation.
- It serves as a prospectus for potential investors and lenders.
- It is written by the business owner with outside help as needed.
- It is accurate and concise as a result of careful study.
- It explains how the business will function in the marketplace.
- It clearly describes the business's characteristics.
- It details how the business will be financed.
- · It outlines how the business will be managed.

Why Create a Business Plan?

 The process of putting the business plan together, including the thought that you put in before writing it, forces you to take an objective, critical and unemotional look at your entire business proposal.

- The finished written plan is an operational tool that, when properly used, will help you manage your business and work toward its success.
- The completed business plan is a means for communicating your ideas to others and provides the basis for financing your business.
- It will increase your chances of making your business a success.

Who Should Write a Business Plan?

The home-based owner to the extent possible should write a plan. The owner should seek assistance in weak areas, such as accounting, insurance, capital requirements, operational forecasting and tax and legal requirements.

When Should a Business Plan Be Used?

- · To make crucial start-up decisions.
- · To reassure lenders, investors or backers.
- · To measure operational progress.
- · To test planning assumptions.
- To adjust forecasts.
- To anticipate ongoing capital and cash requirements.
- To set the standard for good operational management.

OUTLINE FOR A HOME-BASED BUSINESS PLAN

The following outline is suggested for a small proprietorship or family business. Shape it to fit your needs. For more complex manufacturing or franchise operations, you will want to do further research on the specific industry that interests you. Check the Information Resources section (Appendix E) for places to start your research.

Cover Page

The cover page should include the following:

- · Business name.
- · Street address.
- Mailing address.
- · Telephone number.
- Month and year in which plan is issued.
- Name(s) of owner(s).
- · Number of the copy.

Statement of Purpose

- Why will your business succeed? Promote your idea! State:
 - How and why your business will be successful.
 - What is unique about your business.
 - What your business's "niche" is,
- What is your experience in this business?
 If you have a current résumé of your career, include it as an appendix and refer to it here.
 Otherwise write a narrative of your experience here and include a résumé in the finished product.
 If you lack specific experience, detail how you plan to gain it, such as training, apprenticeship or working with partners who have experience.

PART I—THE BUSINESS

Legal Structure and Function

In this section write an accurate, concise description of your business, answering the following questions:

- What is the legal structure of your business and what is the date that it was established?
 - Proprietorship?
 - Partnership?
 - Corporation?

Include copies of key subsidiary documents in an appendix to your business plan. Remember, even partnerships require written agreements of terms and conditions to avoid later conflicts and to establish legal entities and equities. Corporations require charters, articles of incorporation and bylaws.

- What is your business's principal activity? [Be specific. Give product or service description(s).]
 Examples include
 - Retail sales.
 - Manufacturing.

- Service.
- Other.
- How will your business be started?
 - A new start-up.
 - The expansion of an existing business.
 - Purchase of a going business.
 - A franchise operation.
- What is your actual or projected start-up date?

Organization and Management

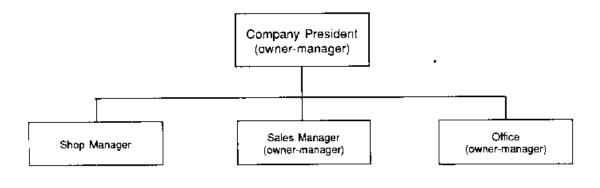
Who will do what?

Be sure to include four basic sets of information:

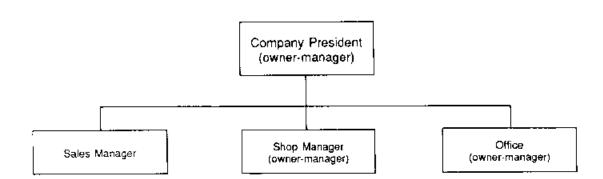
- A personal history of principals and related work, hobby or volunteer experience (include formal resumes in an appendix).
- Specific duties and responsibilities of each principal.

- 3. Benefits and other forms of compensation for each principal.
- 4. Other professional resources available to the business, such as an accountant, lawyer, insurance broker, banker, etc. Describe the relationship of each resource to the business; for example, "The accountant will be available on a part-time, hourly basis, as
- needed. The initial agreement calls for services not to exceed ______ hours per month at _____ per hour."

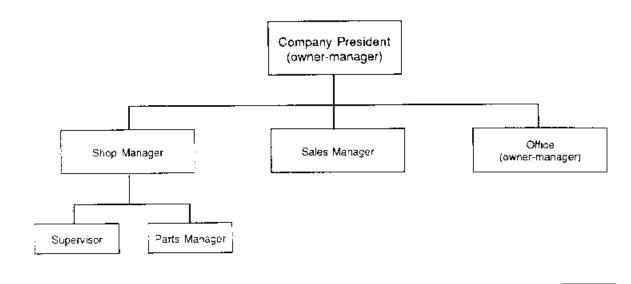
To make this section graphically clear, start with a simple organizational chart that lists specific tasks and shows who (type of person is more important than individual name, other than for principals) will do what. Use arrows, work flow and lines of responsibility and/or communications. Consider the following examples.



or



As a business grows, its organizational chart could look like this:



U.S. Small Business Administration

Answer the following questions. What are your personnel needs now? 1. 2. 3. 4. What skills must each key person have?	If you have identified any gaps in personnel skills, state how these will be overcome by training, purchase of outside services or subcontracting. Check with the nearest state employment office for assistance, Describe your plan.
1.	
	What is Your Banking Plan?
3	What will be the location and type of bank accounts opened for the business? A word of caution: keep
 Are the people needed available? Name them, indicate whether they are full- or part-time and their salary rates; 	business accounts separate from personal or family accounts. These vital records will be necessary for future tax and accounting purposes. Describe your banking plan.
1.	
2.	
3.	
4.	
Detail a proposed work schedule by week and month for the first year.	How Is Your Credit Rating?
Calculate total salaries, wages, fringe benefits and payroll taxes for each month of the first year in the workblock below.	There may be several partial answers to this question. All will be important to the future of the business. First, what is your personal history of paying debts? Just to be safe, purchase a copy of your personal credit record from a

Compensation	Fringe benefits	Payroll taxes
	\$	
S	\$	\$
\$	\$	5
\$	S	\$ \$
\$ _	\$	S .
\$	<u> </u>	s
\$	\$	s
S	\$	\$
\$	\$	S
s	\$	\$
\$	S	\$ \$
s	\$	\$ <u>-</u> -
s	\$	S
	\$	S

local credit bureau and make sure that it is accurate. Look in the classified felephone directory under "Credit Reporting Agencies."

To establish a credit rating, it is necessary to secure and use credit from a number of businesses. Your rating will

be based upon your record of paying for goods and services according to the agreed terms. If your prior credit rating is poor, discuss with your lawyer, accountant and banker options for improving it before you seek business credit.

PART I—THE MARKETING PLAN

The marketing plan is the core of your business rationale. To develop consistent growth in sales, a home-based businessperson must become knowledgeable about the market. To demonstrate your understanding, answer several basic questions.

Who is Your Market?

Age
Gender
Family size
Annual family income
Location
Buying patterns
Reason to buy from you
Other
Other Describe your market in geographic terms (e.g., county, state, national, etc.).

How Large Is the Market?

•	Total units or dollars
•	Growing Steady Decreasing
	If growing annual anough rate

Who is Your Competition?

No small business operates in a vacuum, Get to know and respect the competition, Identify direct competitors (both in terms of geography and product lines) and those who are similar or marginally comparable. Begin by listing names, addresses and products or services. Briefly detail the following information concerning each of your competitors:

- · Who are the nearest ones?
- How are their businesses similar to or competitive with yours?
- Do you have a unique "niche"? Describe it.
- How will your service or product be better or more saleable than your competitors??
- Are their businesses growing? Stable? Declining?
 Why?
- What can be learned from observing their operations or talking to their present or former clients?
- Will you have competitive advantages or disadvantages by operating from home? Be honest!

Remember, your business can become more profitable by adopting your competitors' good practices and by avoiding their errors.

To help you evaluate your potential success, candidly evaluate the following characteristics of your product or service (you may want to add more characteristics from your knowledge of your field). Use a scale of zero (theirs puts mine to shame) to 10 (mine puts theirs to shame).

Characteristic		Score
Price		
Performance		
Durability		
Versatility		
Speed/accuracy		
Ease of operation or use		
Ease of maintenance or repair		
Ease or cost of installation		
Size, weight or color		
Appearance, styling or packaging		
	Total	

A total score of less than 60 indicates that you might reconsider the viability of your product or service or think about how you can improve it. Over 80 points indicates a clear competitive edge.

What Percentage of the Market Will You Penetrate?

	mate your planned volume.
	mate the volume of total market,
Subt	ract #2 from #3.

volume that must be taken away from the

What Is Your Pricing?

competition.

The primary consideration in pricing a product or service is the value that it presents to the customer. If, according to the previous checklist of characteristics, your product

is truly ahead of the field, you can command premium price. On the other hand, if your product is not unique but one of many similar products, you may have to lower your price to "buy" a share of the market and get a foothold. After you have established a market for your product, try raising the price. This is always risky and difficult. One rule will always hold: Ultimately, the market will set the price. Know your competitors' pricing policies. Send a friend to comparison shop. Is there discounting? Special sales? Price leaders? Make some "blind" phone calls to your competitors. Remember, though, if your selling price does not exceed your costs and expenses by the margin necessary to keep your business healthy, you will fail. Detail your pricing policy below.

What is Your Sales Plan?

Describe how you will sell, distribute or service what you sell. Be specific. Some common practices are outlined below.

Direct Sales

Direct sales are made by telephone or in person. The tremendous growth of individual sales representatives who sell by party bookings, door-to-door and through distribution of call-back promotional campaigns suggests that careful research is required to be profitable.

Mail Order

Specialized markets for mail order products have grown as more two-income families find less time to shop. Be aware of recent mail order legislation and regulations.

Franchising

You may decide to either buy into someone else's franchise as a franchisee or create your own franchise operation that sells rights to specific territories or product lines to others. Each option will require legal, financial and marketing research.

An excellent starting point if you are considering franchise involvement is the SBA publication *Evaluating Franchising Opportunities*. The International Franchise Association (IFA) also publishes a number of valuable aids in this field. Write to them at 1350 New York Avenue NW, Suite 900, Washington, D.C. 20005.

Distributors	The next step is to answer the following crucial questions about your advertising:
You may deside to work as a local or regional distributor for several different product lines. Outline your sales plan below.	 What should be said about the business and how should it be stated?
Outrine your sales plan below.	
	 What media should be used?
What Is Your Advertising Plan?	
Each product or service will need its own advertising strategy as part of a total marketing plan. Before	 How much can be spent on advertising?
developing an advertising campaign for your business, review a few basic assumptions. By definition, advertising	
is any form of paid, nonpersonal promotion that simultaneously communicates with a large number of potential customers. The purpose of advertising is to inform, persuade and remind customers about your company's products or services. Every advertising activity	 How can the advertising program be implemented?
should have specific goals. Common examples are	
 To bring in sales orders or contracts. 	 How can its effectiveness be measured?
 To promote special events, such as sales, business openings or new products. 	now can its effectiveness be measured:
 To bring in requests for estimates or a sales representative's call. 	
 To establish yourself before start-up and to get potential customer feedback. 	Address the following areas in selecting the types of media for your advertising.
Initial forms of advertising might include one or more of the following:	 Trading area—Do you plan to serve or sell to an industrial market, a national market, a neighborhood or a specialized market? Describe
 Purchase and distribution of business cards to potential clients. 	your market area.
 Posting notices on free bulletin boards in area supermarkets or office complexes. 	
 A telephone survey of potential clients to alert them to your start-up plans. 	 Customer type—What does your potential customer read or listen to? Where? How often?
To determine what types of advertising are appropriate and within company budget projections, carefully review your customer profile and write a clear statement of your advertising goals.	What image of your product or service does the media you are considering suggest? Does it fit your customer? Describe your customer.

 Budget restrictions—How will the amount of money you have to spend limit the media you can

use? How can you spread your budget over a year to give a repetitive, continuous message? While

you may have to spend more at the start, a useful guide is that advertising should not exceed 1 or 2 percent of sales. How much are you willing to invest in advertising in the first year?	
\$	
Break this amount into monthly or quarterly installments.	 Past performance—What is the track record of the advertising media you are considering for your type of business? What do your competitors use? What does your trade association suggest?
\$ per month \$ per quarter	Record appropriate comments.
 Continuity of message—How will the type of product or service, customer profile and seasonal buying patterns affect your choice of media and the frequency with which you advertise? Explain. 	
SUMMARY	
Summarize the various operations of your business in a list that includes cost of operation. This outline will be helpful when you create the financial section of your business plan. In addition, you will want to summarize the advantages and disadvantages of a home-based business operation.	
PART III—THE FINANCIAL PLAN	
The most critical section of your business plan is the financial plan. In formulating this part of the document, you will establish vital schedules that will guide your business through the troubled waters of the first year and beyond.	that. Your conviction that what you are doing is worthwhile is vitally important to success. Nonetheless, the salary of a coach who takes the greatest pride in producing a winning team will largely depend on someone keeping score of the wins and losses.
Before going into the details of building the financial plan, it is important to realize that some basic knowledge	The business owner is no different. Your product or service may improve the condition of mankind for

Before going into the details of building the financial plan, it is important to realize that some basic knowledge of accounting is essential to the productive management of your business. If you are like most home business owners, you probably have a deep and abiding interest in the product or services that you sell or intend to sell. You like what you do, and it is even more fulfilling that you are making money doing it. There is nothing wrong with

The business owner is no different. Your product or service may improve the condition of mankind for generations to come but unless you have access to an unlimited bankroll, you will fail if you don't make a profit. If you don't understand the financial side of your business, you are not in a very good position to assure its profitability.

Cash method accounting is the simplest form of accounting. Sales are recorded when cash is received and expenses are recorded when they are paid. As your business grows, you may want to switch to the accrual method, a system that allows you to record sales and expenses when they are incurred rather than when they are collected or paid.

Most home-based businesses will use the cash method of accounting. This system of record keeping consists of little more than a carefully annotated checkbook in which all receipts and expenditures are recorded, supported by a few forms of original entry (invoices, receipts, cash tickets, etc.). For a sole proprietorship, the very minimum of recorded information needed is that required to accurately complete the IRS Form 1040, Schedule C. Other business types (partnerships, joint ventures and corporations) have similar requirements but use different tax forms.

If your business is, or will be, larger than just a small supplement to family income, you will need more sophisticated record keeping. Stationery stores can provide you with several small business accounting systems complete with simple journals and ledgers and detailed, understandable instructions.

If you think your accounting knowledge is so rudimentary that you will need professional assistance to establish your accounting system, the classified section of your telephone directory can lead you to a number of small accounting services. You can buy as much as you need, from simple "peg-board" systems all the way to a computerized accounting and tax return service and monthly consulting services to assess the profitability of your business. An initial consultation will usually be free. Look under the heading, "Business Consultants," and make some calls. Be sure to indicate the size of your business so you find consultants who specialize in home-based operations. Many of them are home-based entrepreneurs themselves and know what you will be going through.

Assumptions—These are short statements

The financial plan includes the following:

of the conditions under which you plan to operate.
Market health
Date of start-up
Sales build-up.
Gross profit margin.

_	Equipment, furniture and fixtures required.
_	Payroll and other key expenses that will impact the financial plan.

- Income (profit and loss) projection—This is prepared for the first year, broken into twelve months. It should become your first year's budget.
 See Appendix A.
- Sources of flunds schedule—This shows the sources of your funds to capitalize the business and how the funds will be distributed among your fixed assets and working capital, See Table 1.
- Pro forma balance sheet—"Pro forma" refers to
 the fact that the balance sheet is before the fact,
 not actual. This form displays assets, liabilities
 and equity of the business. It indicates how much
 investment will be required by the business and
 how much of that investment will be used as
 working capital in the operation of the business.
 See Appendix B.
- Cash flow projection—This will forecast the flow of cash into and out of your business throughout the year. It helps you plan for staged purchasing, high volume months and slow periods. See Appendix C.

Income (Profit and Loss) Projection

Refer to Appendix A. Create a wide sheet of analysis paper with a three-inch-wide column at the extreme left and 14 narrow columns across the page. Write at the top of the first page the planned name of your business. On the second line of the heading, write "Income Projection (P & L Projection)." On the third line, write "First Year."

Note the headings for each month on Appendix A and copy them onto your 14-column sheet. If the actual start-up date is indefinite, write "Month #1, Month #2," etc. Column 14 should be headed "Annual Total."

In the wide, unnumbered column on the left of your sheet, copy the headings from the similar area on Appendix A. Follow the example set by Appendix A and list all of the other components of your income, cost and expense structure. You may add or delete specific lines of expenses to suit your business. Guard against consolidating too many types of expenses under one

heading because it will make the accounting more difficult. Appendix A provides ample detail for most home-based businesses.

Controllable expenses (salaries, supplies, advertising, etc.) will be estimated monthly, based on planned volume and seasonal or other fluctuations.

Depreciation allowances for fixed assets, such as production equipment, office furniture and machines, vehicles, etc., will be calculated from the source of funds schedule.

The instructions describe line by line how the values on the income (profit and loss) projection are developed. Use it as your guide.

Sources of Funds Schedule

To create this schedule, you will need to create a list of all of the assets you intend to use in your business, how much investment each will require and the source of funds to capitalize them. A sample of such a list is shown below in Table 1.

Table 1	- Sources	and Coete	of Accate
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Asset	Cost	Source of funds
Cash	\$ 2,500	Personal savings
Accounts receivable	3,000	From profits
Inventory	2,000	Vendor credit
Pickup truck	5,000	Currently owned
Packaging machine	10,000	Installment purchase
Office desk and chair	300	Currently owned
Calculator	20	Personal cash
Personal computer*	3,000	Personal savings

^{*}A note about office equipment: Although this publication has been written for home-based business operators in general, if you plan an enterprise that produces printed products or a large volume of correspondence, you should consider purchasing desktop software for your computer and a laser printer. Compare two or more systems that appear to meet your needs and select the one with which you feel most comfortable. Don't be afraid to ask for advice.

Before you leave your source of funds schedule, indicate the useful life (in months) for depreciable fixed assets. (In the example, the pickup truck, the packaging machine and the furniture and office equipment would be depreciable.) Generally, any individual item of equipment, furniture, fixtures, vehicles, etc., costing over \$100 should be depreciated. Divide the cost of each fixed asset item by the number of months over which it will be depreciated. You will need this data to enter as monthly depreciation on your profit and loss projection. All of the data on the sources of funds schedule will be needed to create the balance sheet.

For more information on allowances for depreciation, request free publications and assistance from your local IRS office.

Pro Forma Balance Sheet

Refer to Appendix B, the balance sheet form. There are a number of variations of this form and you may find it prudent to ask your banker for the form that the bank uses for small businesses. It will make it easier for them to evaluate the health of your business. Use Appendix B to get started and transfer the data to your preferred form later. The instructions describe line by line how to develop the balance sheet.

Even though you may plan to spread the purchase of some assets through the year, for the purposes of this proforma balance sheet, assume that all assets will be provided at start-up.

Cash Flow Projection

An important subsidiary schedule to your financial plan is a monthly cash flow projection. A prudent business practice is to keep no more cash in the business than is needed to operate it and to protect it from catastrophe. In most small businesses, the problem is rarely one of having too much cash. A cash flow projection statement indicates the amount of cash that is going to be absorbed by the operation of the business and compares it against the amount that will be available.

The SBA has created an excellent cash flow projection form, shown in Appendix C. Your projection should be prepared on 13-column analysis paper to allow for a twelve-month projection. The instructions give you a line-by-line description and explanation of the components of the cash flow projection, including a step-by-step method of preparation. Contact your local SBA office to obtain a free copy of Form 1100.

A FINAL WORD

In completing this publication, you have put in a great deal of time and effort. You should now have all the elements needed to present as simple or sophisticated a prospectus for your enterprise as you desire. More important, you have created the management tools to guide you in your venture. Once the business opens its doors, you will be inundated by the details, problems, challenges and joys of going it alone. It will be difficult to hold to your course through the rough seas ahead, but

don't forget this "chartbook"; it will see you through to "Port Profit." It should be a fiving document, referred to regularly and often revised to reflect your experience. Begin a planning cycle that expands this first year plan into one that spans three or five years. Update it at regular intervals. Set your goals and live by them. Your success is in your hands. Good planning and good execution!



APPENDIX A: INCOME PROJECTION STATEMENT

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Industry %				_ : :		_			_																		į				
	Total net sales (revenues)	Cost of sales	Gross profit	Gross profit margin	Controllante expenses	Salarics/wages	Payroll expenses	Legal/accounting	Advertising	Ацюторіје	Office supplies	Ducs/subscriptions	Utilities	Miscellaneous	Total controllable expenses	Fixed expenses	Rent	Depreciation	Utilities	Insurance	Licenses/permits	Loan payments	Miscellancous	Total fixed expenses		Total expenses		Net profit (loss)	before taxes	Taxes	Net profit (loss) after taxes

INSTRUCTIONS FOR INCOME PROJECTION STATEMENT

The income projection (profit and loss) statement is valuable as both a planning tool and a key management tool to help control business operations. It enables the owner-manager to develop a preview of the amount of income generated each month and for the business year, based on reasonable predictions of monthly levels of sales, costs and expenses.

As monthly projections are developed and entered into the income projection statement, they can serve as definite goals for controlling the business operation. As actual operating results become known each month, they should be recorded for comparison with the monthly projections. A completed income statement allows the owner-manager to compare actual figures with monthly projections and to take steps to correct any problems.

Industry Percentage

In the industry percentage column, enter the percentages of total sales (revenues) that are standard for your industry, which are derived by dividing

 $\frac{\text{cost/expense items}}{\text{total net sales}} \times 100\%$

These percentages can be obtained from various sources, such as trade associations, accountants or banks. The reference librarian in your nearest public library can refer you to documents that contain the percentage figures, for example, Robert Morris Associates' Annual Statement Studies (One Liberty Place, Philadelphia, PA 19103).

Industry figures serve as a useful benchmark against which to compare cost and expense estimates that you develop for your firm. Compare the figures in the industry percentage column to those in the annual percentage column.

Total Net Sales (Revenues)

Determine the total number of units of products or services you realistically expect to sell each month in each department at the prices you expect to get. Use this step to create the projection to review your pricing practices.

- What returns, allowances and markdowns can be expected?
- Exclude any revenue that is not strictly related to the business.

Cost of Sales

The key to calculating your cost of sales is that you do not overlook any costs that you have incurred. Calculate cost of sales for all products and services used to determine total net sales. Where inventory is involved, do not overlook transportation costs. Also include any direct labor.

Gross Profit

Subtract the total cost of sales from the total net sales to obtain gross profit.

Gross Profit Margin

The gross profit is expressed as a percentage of total sales (revenues). It is calculated by dividing

gross profits total net sales

Controllable Expenses

- Salary expenses—Base pay plus overtime.
- Payroll expenses—Include paid vacations, sick leave, health insurance, unemployment insurance and social security taxes.
- Outside services—Include costs of subcontracts, overflow work and special or one-time services.
- Supplies—Services and items purchased for use in the business.
- Repairs and maintenance—Regular maintenance and repair, including periodic large expenditures such as painting.
- Advertising—Include desired sales volume and classified directory advertising expenses.
- Car, delivery and travel—Include charges if personal car is used in business, including parking, tolis, buying trips, etc.
- Accounting and legal—Outside professional services.

Fixed Expenses

- Rent-List only real estate used in the business.
- Depreciation—Amortization of capital assets.

- · Utilities-Water, heat, light, etc.
- Insurance—Fire or liability on property or products. Include workers' compensation.
- Loan repayments—Interest on outstanding loans.
- Miscellaneous—Unspecified; small expenditures without separate accounts.

Net Profit (loss) (before taxes)

Subtract total expenses from gross profit.

Taxes

 Include inventory and sales taxes, excise tax, real estate tax, etc.

Net Profit (loss) (after taxes)

 Subtract taxes from net profit (before taxes).

Annual Total

For each of the sales and expense items in your income projection statement, add all the monthly figures across the table and put the result in the annual total column.

Annual Percentage

Calculate the annual percentage by dividing

 $\frac{\text{annual total}}{\text{total net sales}} \times 100\%$

 Compare this figure to the industry percentage in the first column.

COMPANY NAME

As of	, 1	9
		·

Assets		Liabilities •	
Current assets		Current liabilities	
Cash	•	Accounts payable	S
	\$	Notes payable	\$
Petty cash	\$	Interest payable	s
Accounts receivable	\$	Taxes payable	
Inventory Short-term investments	3	Federal income tax	<u>\$</u>
	p	State income tax Self-employment tax Sales tax (SBE)	<u>\$</u>
Prepaid expenses	\$	Property tax	\$ \$
Long-term investments	\$	Payroll accrual	\$
Fixed assets		Long-term liabilities	
Land	¢	Notes payable	\$
_ 	S		
Buildings	S	Total liabilities	\$
Improvements	\$ \$	Not many formand and in h	
Equipment	-	Net worth (owner equity)	•
Furniture	\$	Proprietorship or	\$
Automobiles/vehicles	\$	Partnership (name's) equity (name's) equity	\$ \$
Other assets		or Corporation	
1.	\$	Capital stock	\$
2.	\$	Surplus paid in Retained earnings	\$
3.	S		
4.	\$	Total net worth	S
Total assets	\$	Total liabilities and total net worth	\$
(Total asse	ts will always equal tot	al liabilities and total net worth.)	

INSTRUCTIONS FOR BALANCE SHEET

Figures used to compile the balance sheet are taken from the previous and current balance sheet as well as the current income statement. The income statement is usually attached to the balance sheet. The following text covers the essential elements of the balance sheet.

At the top of the page fill in the legal name of the business, the type of statement and the day, month and year.

Assets

List anything of value that is owned or legally due the business. Total assets include all net values. These are the amounts derived when you subtract depreciation and amortization from the original costs of acquiring the assets.

Current Assets

- Cash—List cash and resources that can be converted into cash within 12 months of the date of the balance sheet (or during one established cycle of operations). Include money on hand and demand deposits in the bank, e.g., checking accounts and regular savings accounts.
- Petty cash—If your business has a fund for small miscellaneous expenditures, include the total here.
- Accounts receivable—The amounts due from customers in payment for merchandise or services.
- Inventory:—Includes raw materials on hand, work in progress and all finished goods, either manufactured or purchased for resale.
- Short-term investments—Also called temporary
 investments or marketable securities, these
 include interest- or dividend-yielding holdings
 expected to be converted into eash within a year.
 List stocks and bonds, certificates of deposit and
 time-deposit savings accounts at either their cost
 or market value, whichever is less.
- Prepaid expenses—Goods, benefits or services a business buys or rents in advance. Examples are office supplies, insurance protection and floor space.

Long-term Investments

Also called long-term assets, these are holdings the business intends to keep for at least a year and that typically yield interest or dividends. Included are stocks, bonds and savings accounts earmarked for special purposes.

Fixed Assets

Also called plant and equipment. Includes all resources a business owns or acquires for use in operations and not intended for resale. Fixed assets, except for land, are listed at cost less depreciation. Fixed assets may be leased. Depending on the leasing arrangement, both the value and the liability of the leased property may need to be listed on the balance sheet.

- Land—List original purchase price without allowances for market value.
- · Buildings
- Improvements
- Equipment
- Furniture
- Automobiles/vehicles

Liabilities

Current Liabilities

List all debts, monetary obligations and claims payable within 12 months or within one cycle of operations. Typically they include the following:

- Accounts payable—Amounts owed to suppliers for goods and services purchased in connection with business operations.
- Notes payable—The balance of principal due to pay off short-term debt for borrowed funds. Also include the current amount due of total balance on notes whose terms exceed 12 months.
- Interest payable—Any accrued fees due for use of both short- and long-term borrowed capital and credit extended to the business.

- Taxes payable—Amounts estimated by an accountant to have been incurred during the accounting period.
- Payroll accrual—Salaries and wages currently owed.

Long-term Liabilities

Notes payable—List notes, contract payments or mortgage payments due over a period exceeding 12 months or one cycle of operations. They are listed by outstanding balance less the current portion due.

Net Worth

Also called owner's equity, net worth is the claim of the owner(s) on the assets of the business. In a proprietorship or partnership, equity is each owner's original investment plus any earnings after withdrawals.

Total Liabilities and Net Worth

The sum of these two amounts must always match that for total assets.



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APPENDIX C: MONTHLY CASH FLOW PROJECTION

Name of business	Address			Owner	ner			Type	Type of business			Prepared hy	ķ			Date	
	Pre-start-up notition	n nonvition		1	ſ		-	1	P		ľ		4		ĺ	Traini	Τ
Year Month			'		•						1				Š	Columna I-6	Ť
ľ	Estimate	Acmal	Pstimate	Actual	Fatimate	Actual	Estimate	Actual	Entimate	Actual	P-climate.	Actual	Patimete	Actual	Estimate	Actor	
1. Cash on hand (beginning of month)																	_
2. Cush receipts					1		1					Ī				1	,
(a) Cash sales											•						13
(b) Collections from credit accounts	!																<u> </u>
(c) Loan or other cash injection																	ତ
3. Total cash receipts						\dagger											1
(24 + 26 + 2c = 3)																	
4. Total cash available			T	Ī				Ī	T	Ī	l	l	Ī			l	4
(before cash out) (1 + 3)																	
5. Cash paid out (a) Development (management)																	
(h) Gross wages (excludes		†															<u> </u>
withdrawis)								\uparrow								1	7
(c) Payroll expenses (unes, etc.)		1	 	1	+	+		1			† 	•	!				ভ (
(a) Surraliae (assurance du)		1	1		1	\dagger	1			1							<u></u>
(e) Supplies (Airtee and operating)			1	1	1		1	1	1	1		T	1		1	1	<u> </u>
(c) Adventions								\uparrow					1				£ 3
(h) Car delivery and receipt	1	†			†			Ť	\dagger	†	T					\uparrow	9 2
(i) Accounting and lead	Ţ	T			T			Ì	\dagger							T	3 3
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(m) Insurance	Ţ Li						T										Ê
(n) Taxes (real estate, etc.)																	3
(o) Interest																	<u></u>
(p) Other expenses (specify each)																	3
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(g) Miscellanews (unspecified)										:					:	:	3
(r) Subtotal									ľ			ŀ					3
(s) Loan principal payment									-								(S)
(i) Capital purchases (specify)									+								2
(a) Other start up costs		_	1	1	1			1	7			_	•		-		I.
(v) Reserve and/or escrow (specify)			\dagger	1	+	\dagger	+		†	+	1	1			Ī	1	Ξ [
(W) UWGGS X WINDGRAWAI			1		1	†	1		-	†			1				<u>.</u>
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7. Cash position	_			ĺ	T		l	Ī	T	 							٠,
(snd of month) (4 mmus 6)											1						7
lissential operating data (non-cash flow information)										i							
A. Nales volume (dollars)																	Ą.
M. Accounts receivable (and of events)												_					æi
C Bad debt (end of month)		→ . ¦	1					· · · i	•	+							J
1) Inventory on hand (end of month)								1									c
E. Accounts payable (end of month)					† ·				 								ı.i

INSTRUCTIONS FOR MONTHLY CASH FLOW PROJECTION

(a) Cast on hand (beginning of menth) Cast receips (b) Collectuous from credit accounts (c) Losin or other cash ancedion 3. Total cash available (licture cash you) [1 + 3] 5. Cast paid out (a) Purchases (merchandise) (b) Gross wages (excludus withdrawals) (c) Payroll expenses (taxes, etc.) (d) Outside services (e) Supplies (off fee and operating) (f) Repairs and mamenance (g) Advertising (h) Car, delivery and travel (i) Remi (j) Rem (j) Rem (k) Tetephone (j) Advertising (h) Car, delivery and travel (ii) Run (j) Run (j) Run (j) Run (j) Run (j) Run (j) Capital purchases (specify each) (j) Capital purchases (specify) (j) Capital purchases (specify) (j) Capital purchases (specify) (j) Cabital purchases (specify) (j) Cabital purchases (specify) (k) Other expenses (specify) (k) Cash position (c) Subtotal (c) Subtotal (d) Other sart up costs (e) Cabital purchases (specify) (g) Other sart up costs (g) Househ Sw) (g) Househ Sw) (h) Cash position (c) Cabital operating data (c) Sassenial operating data	Amount to be captured from all sends seeds and the seeds seed in sentilly received. Amount to be captured from all sends seeds seeds in sentilly received. Amount to be captured from all sends received. Marchandisc but reside or for use in purches (paid for in coursen month) Research and provide large expenditured and the seed and the seed of the seed of the seeds
A. Sales volume (dellars) A. Sales volume (dellars) B. Accounts receivable (end of month) C. Bad debt (end of month) D. Inventory on hand (end of month) E. Accounts payable (end of month)	evolved and shown in the above form. This is a very important figure and should be estimated carefully, taking into account size of facility and employee output as well as realistic anticipated sales, not orders received). Previous unpaid credit sales plus current month is credit sales, less amounts received current month (deduct "C" below). Bad detax should be subtracted from (B) in the month anticipated. Last month is inventory plus merchandise neceived and/or manufactured current month annual subtracted from the payable minus amount paid during amouth. Previous month is payable plus current month's payable minus amount paid during amouth.
	Established by your accountant, or value of all your equipment divided by useful life (in months) as allowed by internal Revenue pervice

APPENDIX D: HOW TO WRITE A BUSINESS PLAN®

The following pages provide a suggested outline of the material that should be included in your business plan. Your final plan may vary according to your needs or because of the individual requirements of your lender.

What Are the Benefits?

Every business can benefit from the preparation of a carefully written plan. There are two main purposes for writing that plan:

- To serve as a guide during the lifetime of the business. It is the blueprint of your business and will provide you with the tools for analysis and change.
- A business plan is a requirement if you are planning to seek a loan. It will provide potential lenders with detailed information on all aspects of your company's past and current operations and provide future projections.

Business Plan Outline

L. Cover sheet.

Serves as the title page of your business plan. It should contain the following:

- · Name of the company
- · Company address
- Company phone number (include area code)
- Logo (if you have one)
- Names, titles, addresses, phone numbers (include area code) of owners
- · Month and year your plan was issued
- Name of preparer

II. Statement of purpose

(Same as executive summary.) This is the thesis statement and includes business plan objectives. Use the key words (who, what, where, when, why, how, and how much) to briefly tell about the following:

- What your company is (also who, what, where and when).
- What your objectives are.
- . If you need a loan, why you need it.
- · How much you need.
- · Why you will be successful.
- How and when you plan to repay your loan

III. Table of contents.

A page listing the major topics and references.

IV. The business

Covers the details of your business. Include information about your industry in general, and your business in particular. Address the following:

- Legal structure—Tell what legal structure you have chosen and state reasons for your choice.
- Description of the business—Detail your business. Tell about your history, present status and future projections. Outline your product or service in terms of marketability. Project a sense of what you expect to accomplish in the next few years.
- Products or services—Give a detailed description of your products from raw materials to finished items. Tell about your manufacturing process. If you provide a service, tell what it is, how it is provided and why it is unique. List future products or services you plan to provide.
- Location—Describe site and why it was chosen. (If location is important to your marketing plan, focus on this in the marketing section below.)
- Management—Describe who is behind the business. For each owner, tell about responsibilities and abilities. Support with resumes.
- Personnel—Who will be doing the work, why are they qualified, what is their wage, what are their responsibilities?
- Methods of record keeping—What accounting system will you use? Who will do your record keeping? Do you have a plan to help you use your records in analyzing your business?
- Insurance—What kinds of insurance will you need? What will these cost and who will you use for a carrier?
- Security—Address security in terms of inventory control and theft of information.

V. Marketing

Covers the details of your marketing plan. Include information about the total market with emphasis on your target market. Identify your customers and tell about the means to make your product or service available to them.

- Target market—Identify characteristics
 of your customers. Tell how you arrived
 at your results. Back up information with
 demographics, questionnaires and
 surveys. Project size of your market.
- Competition—Evaluate indirect and direct competition. Show how you can compete. Evaluate competition in terms of location, market and business history.
- Methods of distribution—Tell about the manner in which products and services will be made available to the customer.
 Back up decisions with statistical reports, rate sheets, etc.
- Advertising—How will your advertising be tailored to your target market? Include rate sheets, promotional material and time lines for your advertising campaign.
- Pricing—Pricing will be determined as a result of market research and costing your product or service. Tell how you arrived at your pricing structure and back it up with materials from your research.
- Product design—Answer key questions regarding product design and packaging. Include graphics and proprietary rights information.
- Timing of market entry—Tell when you plan to enter the market and how you arrived at your decision.
- Location—If your choice of location is related to target market, cover it in this section of your business plan. (See location in the business section of this outline.)
- Industry trends—Give current trends, project how the market may change and what you plan to do to keep up.

VI. Financial documents

These are the records used to show past, current and projected finances. The following are the major documents you will want to include in your business plan. The work is easier if these are done in the order presented.

- Summary of financial needs—This is an outline indicating why you are applying for a loan and how much you need.
- Sources and uses of funds statement—It
 will be necessary for you to tell how you
 intend to disperse the loan funds. Back up
 your statement with supporting data.

- Cash flow statement (budget)—This
 document projects what your business
 plan means in terms of dollars. It shows
 cash inflow and outflow over a period of
 time and is used for internal planning.
 Cash flow statements show both how
 much and when cash must flow in and out
 of your business.
- Three-year income projection—A proforma income statement showing your projections for your company for the next three years. Use the proforma cash flow statement for the first year's figures and project the next according to economic and industry trends.
- Breakzeven analysis—The break-even
 point is when a company's expenses
 exactly match the sales or service
 volume. It can be expressed in total
 dollars or revenue exactly offset by total
 expenses or total units of production (cost
 of which exactly equals the income
 derived by their sales). This analysis can
 be done either mathematically or
 graphically.

NOTE: The following are actual performance statements reflecting the activity of your business in the past. If you are a new business owner, your financial section will end here and you will add a personal financial history. If you are an established business, you will include the actual performance statements that follow.

- Balance sheet—Shows the condition of the business as of a fixed date. It is a picture of your firm's financial condition at a particular moment and will show you whether your financial position is strong or weak. It is usually done at the close of an accounting period, and contains assets, liabilities and net worth.
- Income (profit and loss) statement—
 Shows your business financial activity
 over a period of time (monthly, annually).
 It is a moving picture showing what has
 happened in your business and is an
 excellent tool for assessing your business.
 Your ledger is closed and balanced and
 the revenue and expense totals transferred
 to this statement.

Business financial history—This is a summary of financial information about your company from its start to the present. The business financial history and ioan application are usually the same. If you have completed the rest of the financial section, you should be able to transfer all the needed information to this document.

VII. Supporting documents

These are the records that back up the statements and decisions made in the three main parts of your business plan. Those most commonly included are as follows:

- Personal resumes—Should be limited to one page and include work history, educational background, professional affiliations and honors and special skills.
- Personal financial statement—A statement of personal assets and liabilities. For a new business owner, this will be part of your financial section.
- Credit reports—Business and personal from suppliers or wholesalers, credit bureaus and banks.
- Copies of leases—All agreements currently in force between your company and a leasing agency.
- Letters of reference—Letters
 recommending you as being a reputable
 and reliable businessperson worthy of
 being considered a good risk. (Include
 both business and personal references.)

- Contracts—Include all business contracts, both completed and currently in force.
- Legal documents—All legal papers pertaining to your legal structure, proprietary rights, insurance, titles, etc.
- Miscellaneous documents—All other documents that have been referred to, but are not included in the main body of the plan (e.g., location plans, demographics, advertising plan, etc.).

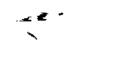
Putting Your Plan Together

When you are finished: Your business plan should look professional, but the lender needs to know that it was done by you. A business plan will be the best indicator he or she has to judge your potential for success. It should be no more than 30 to 40 pages long. Include only the supporting documents that will be of immediate interest to your potential lender. Keep the others in your own copy where they will be available on short notice. Have copies of your plan bound at your local print shop, or with a blue, black or brown cover purchased from the stationery store. Make copies for yourself and each lender you wish to approach. Do not give out too many copies at once, and keep track of each copy. If your loan is refused, be sure to retrieve your business plan. For a more detailed explanation of each section of the business plan outline, see SBA's publication, How to Write a Business Plan. which includes step-by-step directions and sample sections of actual business plans. Also available from the SBA is a VHS videotape and workbook, "The Business Plan: Your Roadmap for Success."



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U.S. Department of Labor (DOL) Employment Standards Administration

200 Constitution Avenue, NW Washington, DC 20210
The DOL offers publications on compliance with labor laws.

U.S. Department of Treasury Internal Revenue Service (IRS)

P.O. Box 25866 Richmond, VA 23260 1-800-424-3676

The IRS offers information on tax requirements for small businesses.

U.S. Environmental Protection Agency (EPA) Small Business Ombudsman

401 M Street, SW (A-149C) Washington, DC 20460 1-800-368-5888 except DC and VA 703-557-1938 in DC and VA The EPA offers more than 100 public

The EPA offers more than 100 publications designed to help small businesses understand how they can comply with EPA regulations.

U.S. Food and Drug Administration (FDA) FDA Center for Food Safety and Applied Nutrition

200 Charles Street, SW Washington, DC 20402

The FDA offers information on packaging and labeling requirements for food and food-related products.

For More Information

A librarian can help you locate the specific information you need in reference books. Most libraries have a variety of directories, indexes and encyclopedias that cover many business topics. They also have other resources, such as

· Trade association information

Ask the librarian to show you a directory of trade associations. Associations provide a valuable network of resources to their members through publications and services such as newsletters, conferences and seminars.

Books

Many guidebooks, textbooks and manuals on small business are published annually. To find the names of books not in your local library check *Books In Print*, a directory of books currently available from publishers.

Magazine and newspaper articles Business and professional magazines pr

Business and professional magazines provide information that is more current than that found in books and textbooks. There are a number of indexes to help you find specific articles in periodicals.

In addition to books and magazines, many libraries offer free workshops, lend skill-building tapes and have catalogues and brochures describing continuing education opportunities.



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